

HION

ESG report 2024

We give a damn.

And here's how we do it.

HION



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HION

Strategic vision of ESG at Hion

Everything starts from our purpose



We seek to create a measurable positive impact on our **employees' life**, our clients' business, the **society and the environment around us**.

We do this by operating in sustainable and ethical manner, continuously evaluating and improving our actions and take care of our people.

Vision for transparent, carbon neutral, and socially just Hion

At Hion, our vision is to pioneer a future where technology and sustainability converge, creating a world that thrives both environmentally and socially. This vision comes from the heart of our strategy and our purpose.

As we embark on our journey towards carbon neutrality during 2025, we are committed to reshaping the landscape of design, data and software development through Green Sustainable Web (GSW) practices. Our approach is not just about reducing our carbon footprint; it's about redefining the very essence of how technology impacts our planet.

We envision a Hion that operates with utmost respect for the environment. This means diligently applying GSW guidelines in all customer deliveries. Our commitment extends beyond the digital realm, as we actively reduce emissions from our office spaces and transform commuting practices. We aim to set a new standard in the industry, proving that technological advancement can go hand-in-hand with environmental stewardship.



Vision for transparent, carbon neutral, and socially just Hion

In parallel, our vision for a socially just Hion is rooted in the principles of Diversity, Equity, and Inclusion (DEI). We believe that a diverse workforce is not just an asset but a necessity in today's globalized world. Our strategies encompass recruiting talent from various backgrounds, fostering an equitable workplace where every voice is heard and valued, and nurturing an inclusive culture that celebrates differences as strengths.

Integral to our vision is our unwavering commitment to exemplary governance. At Hion, governance is not just a policy; it is the bedrock of our operational excellence. We are implementing state-of-the-art governance frameworks that emphasize transparency, democratic decision-making, and cooperative leadership. Our governance model is designed to be a beacon of best practices in the industry, ensuring accountability, integrity, and ethical conduct at every level of our organization.

In conclusion, our vision for Hion is to be a leader in innovation, not only in technology but in our dedication to a sustainable, equitable, and transparent future. We are more than a software development company; we are a pioneer in creating a sustainable, equitable, and responsibly governed world.



HION

The UN's Sustainable Development Goals

Selected targets to ensure Hion's sustainable future by the UN's sustainable development goals



"The Sustainable Development Goals (SDGs), also known as the Global Goals, were adopted by the United Nations in 2015 as a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity.

The 17 SDGs are integrated—they recognize that action in one area will affect outcomes in others, and that development must balance social, economic and environmental sustainability.

Countries have committed to prioritize progress for those who're furthest behind. The SDGs are designed to end poverty, hunger, AIDS, and discrimination against women and girls.

The creativity, knowhow, technology and financial resources from all of society is necessary to achieve the SDGs in every context."

3 GOOD HEALTH AND WELL-BEING



Good health and well-being

UN: Ensure healthy lives and promote wellbeing for at all ages

Hion: Takes care of our people by creating a safe and healthy workplace and work culture for all of us.

We maintain the employees' work ability & well-being through comprehensive occupational health services, employment benefits and reviewing the ways we work as well as keeping a close eye on the workload of our employees through effective people leadership work.

5 GENDER EQUALITY



Gender equality

UN: Achieve gender equality and empower all women and girls

Hion: Hion's objective is to actively promote and improve gender diversity, aiming to eliminate any inequality based on assumed gender. Our goal is to visibly incorporate gender diversity throughout Hion.

In Finland, Technology Industries of Finland reported that in 2023, 29% of IT sector employees were female.* At Hion, in 2024 31% of employees identified themselves as female.

8 DECENT WORK AND ECONOMIC GROWTH

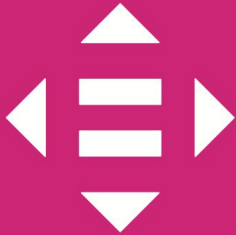


Decent work and economic growth

UN: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Hion: Does business respecting resources of people's individual, social and planetary boundaries and expects fairness also from our partners in order to achieve sustainable economic growth.

10 REDUCED INEQUALITIES



Reduced inequalities

UN: Reduce inequality within and among countries.

Hion: Promotes diversity, equality and inclusivity in our work culture and condemns any discrimination.

In 2023, we embarked on a systematic journey to integrate DEI (Diversity, Equity, and Inclusion) matters not only into our strategy but also into our day-to-day activities. This included Hion-wide information session and workshop, along with the establishment of a DEI task force.

13 CLIMATE ACTION



Climate action

UN: Take urgent action to combat climate change and its impacts.

Hion: Takes proactive measures to mitigate emissions caused by creating, providing and maintaining our services. We aim to create digital services and products that are energy efficient, but also to share our knowledge and learnings with our clients and within the industry.

Hion targets to hit and retain carbon neutrality from 2024 emissions by end of the year 2025.

HION

The Business & Governance

Our clients

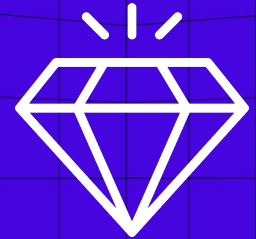
Hion's client base is strategically diversified to cater to a range of sectors, with a focus on the following key client pillars:

- **Mid-Cap Private Companies:** Our main client target group. These companies are typically in the midst of digital transformation and require complex services. Hion meets their needs with integrated solutions in design, technology and data solutions
- **Public Sector:** Hion continues to maintain a strong presence in the public sector, leveraging its expertise to provide tailored technological solutions that meet the unique needs of public organizations
- **Large Enterprises:** Hion also serves large enterprises, offering sophisticated and scalable solutions that cater to the complex and diverse requirements of these organizations

Hion offering is predominantly focused on design, data, AI and technology, and the shift in strategy is geared towards providing solutions that are not just technology-driven but are also closely aligned with the unique business challenges and goals of each client segment.

By adhering strictly to our Green Sustainable Web (GSW) principles – including green coding, sustainable design practices, and carbon-conscious hosting – Hion actively supports its clients in significantly lowering their digital carbon footprints. In doing so, Hion is not only driving digital efficiency but also advancing environmental responsibility and sustainable growth across our client ecosystems.

We take pride in the fact that all new Hion client projects follow our Green Sustainable Web procedures from 2025 onwards.



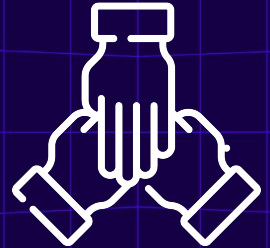
Our partners

Hion believes in long lasting partnerships with vendors. We aim to choose our vendors carefully and when choosing partners, we emphasize responsible operations and sustainable development.

Our office spaces both in Tampere and Helsinki are located in office buildings that operate in accordance with the principles of sustainable development (see premises section).

Our subcontracting partner People Cloud is committed to sustainability in all its operations, and the company wishes to actively engage with stakeholders in continuously improving its environmental, social and economic performance.

As part of our ongoing culture redefinition and development, Hion is aiming to create a sustainable partnership policy and code of conduct during 2025.



Governance & gender diversity

Gender distribution (assumed)

Board

Female Chair of board & 3 male members of board

Chairperson of board: Mia Sirkiä

Members of Board: Ben Wrede, Janne Tuominiemi & Ville Särmälä

Share of females in the board: 2022: 25%, 2023: 25%, 2024: 25%

Management team

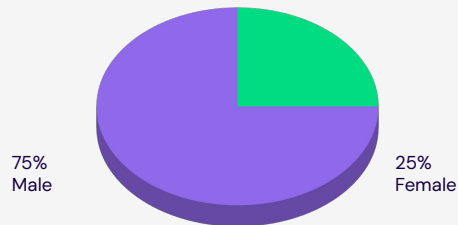
2022: 1 female, 5 male (EOY situation), share of females: 20%

2023: 2 female + 2 male, share of females: 50%

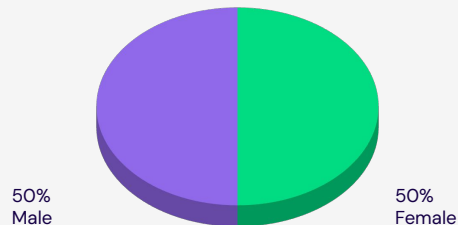
2024: 2 female + 2 male, share of females: 50%

Hion's management is on all levels committed to promoting equality, equal and fair treatment and acting responsibly. We acknowledge that as the gender of the people has been assumed instead of surveyed, these stats may not represent the full diversity of gender at play at Hion.

**Board
gender distribution 2024**



**Management team
gender distribution 2024**



Risk management, Cyber security & Data protection

Risk management

In terms of risk management, the company will implement a risk matrix during 2025, which both identifies and defines key operational and financial risks and also takes a stand on how the company responds to these risks.

Whistleblowing channel

We introduced our own, anonymous whistleblowing channel during 2023.

Cyber security & Data protection

The importance of robust cyber security has continually increased due to the growing complexity of systems and global developments. At Hion, this has been recognized by selecting platforms and partners that have an excellent ability to meet these increasing needs. We utilize Google Cloud's strong cyber security capabilities to protect both our own and our clients' data. We implement documented security practices and continuously develop our operating methods and staff guidelines to ensure the secure use of systems.

The aforementioned security solutions create a foundation for data privacy and the proper management and processing of data. Our experts are versed in legislation related to the processing and protection of personal data (GDPR) and we actively update our knowledge to be able to consult our clients on handling data privacy matters.



HION

The People

It all starts from our values

Committed

We are professional
and proud

– and not afraid to
have fun

Inspirational

We are courageous,
curious leaders

– and we always
keep an open mind

Sustainable

We make a
difference on the
world around us

– and help others to
do the same

Hion is a responsible employer

At Hion, our commitment to being a responsible employer is deeply ingrained in our core values and business practices.

- We operate under the guidance of national legislation and uphold internationally recognised human rights standards.
- As a company, we actively support universal human rights and strive to eliminate discrimination in all aspects of employment and professional conduct.
- We follow the collective agreement of IT services sector and we are members of the Technology Employers of Finland association.



Hion's core pillars of responsible employment practices

We actively work towards creating a workplace that goes above and beyond compliance in creating a workplace that is not only legally sound but also sustainable, inclusive, and transparent and also contributing positively to our society and the world as a whole.

1. Legal compliance & commitment

We are resolute in our commitment to adhering to national laws and upholding the principles of the relevant collective agreements.

2. Inclusive decision-making

We are dedicated to maintain and make our workplace even more fair and inclusive. Our dedication to maintaining a fair and inclusive workplace is evident through the establishment of the Workplace Safety Committee. This forum fosters open dialogue with our employees, ensuring their voices are heard in decision-making processes.

3. Policies, ethical conduct & transparency

We have number of policies that guide our actions as an employer and on the other hand as employees. The policies align with our ethical standard as well as sustainability principles printing transparency to our employees about our internal practices.

4. Sustainability

Sustainability is woven into the fabric of our operations, reflecting our responsibility towards our people, the environment and wider society.

Hion people

Our workforce stands at the heart of our business operations, shaping everything we do.

- We prioritise the well-being of our employees and provide extensive support throughout employment.
- We are committed to equality, inclusivity, non-discrimination and diversity, and tirelessly work towards fostering an environment where every individual feels valued, respected, and empowered.

People operations 2025 focus is in

- Culture development together rooting from our values and purpose
- Leadership development to better support and engage our people
- Communication development to enhance trust and transparency



Key people figures

	Dec 2023	Dec 2024
Hion headcount	63	54
Gender representation*	69% male / 31% female	69% male / 31% female
Average age	37	38
Nationality	97% Finnish / 3% other	98% Finnish / 2% other
Mother tongue	97% Finnish / 3% other	98% Finnish / 2% other

Recruitment

At Hion, we take pride in our commitment to ethical and inclusive recruitment practices, aligning with our core values. Our recruitment process is designed to ensure fairness, transparency and equal opportunities for all candidates, fostering a diverse and talented workforce.

Diversity & inclusion: We actively seek diverse talent to create an inclusive workplace. Our recruitment strategies emphasise reaching a broad candidate pool to reflect a variety of backgrounds, experiences, and perspectives.

Unbiased selection: Our recruitment team is trained to recognise and eliminate biases during candidate evaluations. We make sure hiring decisions are based on skills, qualifications & potential rather than personal traits.

Equal opportunities: Hion is an equal opportunity employer and our job postings and communications explicitly state this commitment. We welcome applicants from all backgrounds, our hiring decisions are solely based on skills, qualifications and potential.

Inclusive interviewing: Our interview process is structured to be inclusive and fair. Interviews include diverse members of Hion employees, and questions aim to assess candidates' skills and potential.

Accessible application process: We strive to make our application process accessible to all candidates. Clear communication, straightforward instructions, and user-friendly technology are key components of our approach.

Continuous improvement: We regularly review and improve our recruitment processes. Feedback from candidates, hiring managers, and team members is important for identifying areas to enhance, ensuring ongoing excellence. We are reviewing the practices of for anonymous recruitment in order to increase equal treatment of applicants and diversity of our working community.

Hion aims to build a workforce that not only reflects the richness of diversity but also contributes to a positive and inclusive work environment that is productive & innovative.

DEIB

As an employer we are flexible and we support the diversity and equality of our employees. We strongly believe that diversity and inclusion are strengths that increase human capital, well-being and therefore productivity as well as the ability to innovate. Hion aims for genuine equality by recognising the diverse and individual needs of its employees.

We foster a positive professional environment that values work-life balance, enabling our employees integrate family life and work commitments. We are committed to implementing practices that prioritise the well-being of our employees, ensuring a harmonious professional and personal life.

At Hion, we believe in equality, valuing every individual irrespective of age, language, ethnicity, citizenship, religion, opinion, disability, health, sexual orientation, family ties, political or trade union activity or any other personal reasons. No factor will hinder employee's success or potential realisation in employment at Hion.

Since 2023, all the materials related to official internal communication have been conducted in English.

In 2024, we start a journey of systematic DEIB development by creating a DEIB strategy based on the analysis of current state of affairs combined where we want to be in the future.

Beginning of 2025 we included Diversity&Inclusion –themed questions to our quarterly Pulse survey and set the targets to follow for the questions concerned (see on the right hand side).

**86% of Hionians
feel they can be
their authentic
selves at work**

**80% of Hionians
feel safe to voice
their opinions,
thoughts and
concerns at work.**

**81% of
Hionians feel
they have a
community
to belong to
at work.**

Employee well-being

We maintain the employees' work ability & well-being through comprehensive occupational health services, employment benefits and reviewing the ways we work as well as keeping a close eye on the workload of our employees through effective people leadership work.

Occupational health

We have a comprehensive occupational health services ensuring accessibility and quality care.

Our comprehensive occupational health care encompasses surgical, imaging, and psychotherapeutic services, easily accessible through phone, electronic scheduling, or chat. Our focus on occupational health is on preventative measures & services.

The employee well-being is also supported by People Operations team & People Leaders. We train our People Leaders on these matters and through their people leadership role they are in key role in regards to employee well-being. We have effective measures in place for example in case of reduced working capacity and return to work processes for employee after sick leave.

Employee benefits

Employees benefit from a comprehensive employee benefits. We support our employees through benefits for example lunch benefit, culture and sports benefit, work benefit bike, work-related travel benefit and comprehensive freetime accident insurance.



Equal opportunities for skills development

Hion is evolving rapidly, and to reach its strategic targets and be a company where people can grow and thrive, it needs systematic skill and talent development. Competence development is closely tied to the organisation's strategy and goals, aiming for the best possible results.

In today's fast-paced business environment, continuous learning is essential for staying competitive.

Our goal is to be the best that there is in what we do. At Hion our goals is to have satisfied & skilled employees, and our customers love us because things run smoothly under the guidance of our competent experts.

We are committed to professional development of our employees. We actively provide our employees with opportunities to enhance and sustain their skills and competencies. We diligently ensure that our employees' expertise remains current and where possible is elevated during their employment at Hion.

We are the best partner for our customers because we have the industry's best technology understanding and competences, allowing us to create and be part of many value-added projects for our customers. We have the right competencies as well as the industry's best and most efficient practices. Hand in hand with all that means training and personal skill development are an integral part of our work.

Every Hion employee has the responsibility to maintain and develop their own skills and performance, with support from the organization. We will and we want to stay relevant.



HION

The Planet

Green, Sustainable Web task force

Green Sustainable Web is a way of work where the the limits of planetary carrying capacity are taken into account in the design and implementation of digital services and products.

- Green, Sustainable Web (GSW) task force and its core missions are an essential part of Hion's purpose to be a sustainable and environmentally responsible digital partner.
- Our internal task force assembles once a week to drive the sustainability of our actions within our client projects and contains professionals from all company competence areas: CSM, project management, designers and developers.
- The work is lead by OKRs and the progress is monitored in tertiles
- **Concrete actions taken by the task force during fiscal year 2024**
 - Our own Afilar-measurement tool prototype to support our developers for optimizing code and mitigating emissions on development side.
 - Our own guide called "Asiakkaan opas digipalveluiden hiilijalanjäljen pienentämiseksi"
 - Best practices were piloted in two client projects: Autoklinikka and Hamina



Hion is the market leader of creating ecological web services in Finland

Hion Digital is the market leader producing ecological web services in Finland. Hion has received the most Grand One honorary mentions (3) in the ecological web service category in Finland.

- 2024 [Energiatehokas hiondigital.com](https://energiatehokas.hiondigital.com)
- 2025 [Parhaan palvelun Autoklinikka](#)
- 2025 [Haminan kaupungin energiatehokas verkkosivusto](#)



Hions experts are certified green ICT professionals

Most of our Green, sustainable web task force experts have taken and passed the **Linux Foundation (LFC131) Green Software for Practitioners** certification

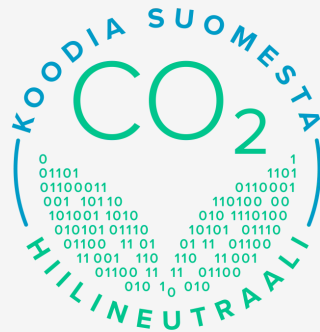


Hion is part of Finnish sustainability communities

SUSTINAiRES



FALAY
TRANSITION
DESIGN



- Hion is taking active part in Finnish digital sustainability communities like Sustinaires, Falay Transition Design and Koodia Suomesta
- Our Design & Sustainability Lead Tea Dickman is part of Koodia Suomesta organisation carbon neutrality- label committee.

"We've really enjoyed
reading your client stories.
You take a very human,
considered approach when
designing your websites -
we love to see that."

- Wholegrain

Market leader in the UK in sustainable digital solutions

Green, Sustainable Web task force targets 2025

Action plan for 2025

- 2025 we keep on making Google Cloud hosting transfers and we aim to have by end of the year 100% of our Care and Enterprise client's sites hosted there.
- Afilar, internal measurement tool for developers is ready and in use
- AI ethical statement is published internally use
- Sustainability and our hands-on work will be worded more strongly in all of our offers and part of value proposition.
- We continue to make customer website carbon footprint audits and maintain sustainability as part of our value proposition in development work



Hion keeps on inspiring and influencing the ICT-field

As we're writing this report in May of 2025, we've been a part of many industry events sharing our knowledge on digital sustainability and responsibility:

- Co-webinar with Sustinaires – a Finland-based network of thinkers, professionals, and leaders united by a shared vision of sustainable digitalisation
- Grand One competition in 2024 and 2025 with three entries in “The most ecological web service” – category
- Tea Dickman and Hion taking part on the same category in judge panel 2024
- Metropolia UAS Planet Centric Design Thinking course guest lecturing about measuring the impact of digital products
- Trainings in our customers' responsibility events
- Taking part in Veikkaus Climate Action Guide

Hion part of Keskuskauppakamari emission calculation programme

In 2025 Hion takes part in Keskuskauppakamari's climate programme. We got approved by our calculations from year 2024. Calculations are audited by Afry Oy.

We are aiming for and retaining carbon neutrality **2025–2026**.

We are aiming for ESRS taxonomy in our responsibility reporting in 2026.



HION

Carbon footprint calculations

37,44 tCO²_e

The whole carbon footprint of Hion 2024
(estimate scope 1-3)

HION

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693 kg CO²e

Carbon footprint of each hionians 2024
(estimate)

Scope 1 emissions

Jan 2024-Dec 2024

**Emissions
totally
0
tCO²e**

Scope 1 – Direct emissions:

- We do not have direct emissions, as we are an IT consultancy, and do not produce physical products.

Scope 2 emissions

Jan 2024-Dec 2024



**Emissions
totally
6,65
tCO₂e**

Scope 2 – Indirect emissions:

- Electricity usage
 - Rented premises
 - Used electricity in offices
- District heating and cooling in our rented premises

Scope 3 emissions

Jan 2024–Dec 2024

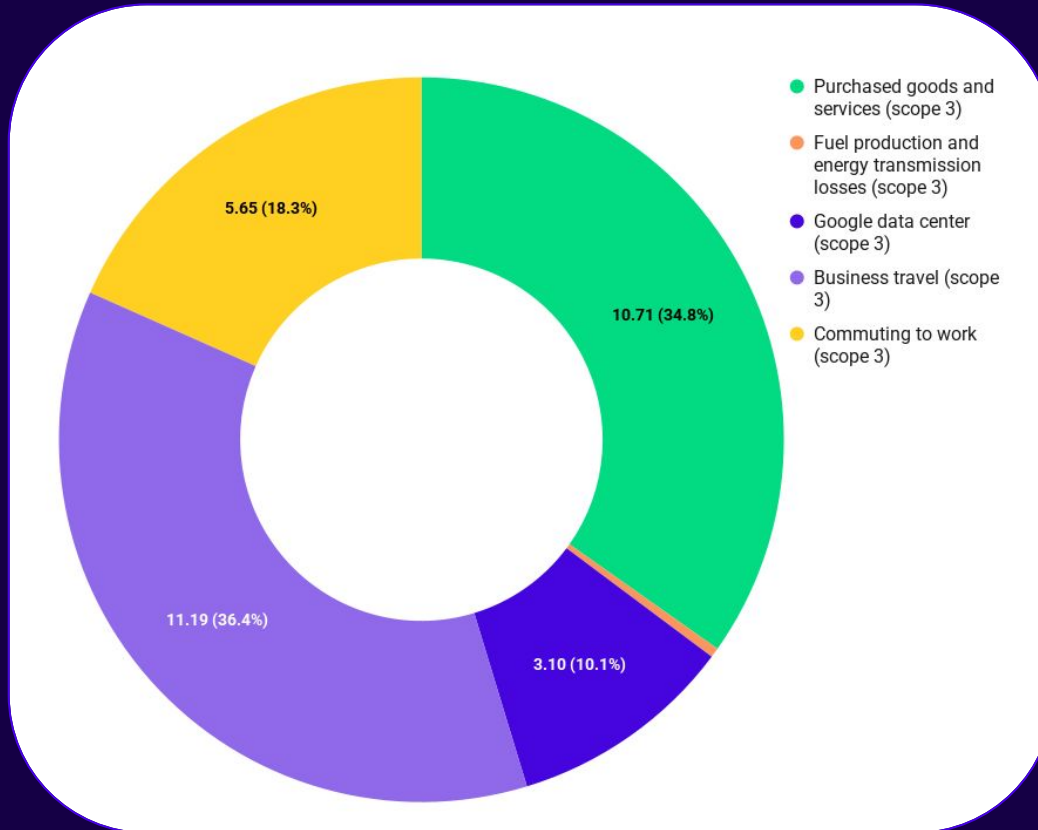


**Emissions
totally
30,79
tCO₂e**

Scope 3 – indirect emissions:

- Business travel emissions totally from different vehicles
- Work commuting with different vehicles
- Google –data center emissions
- Device purchases

Scope 3 carbon footprint by emission source (tCO₂e)





Premises and office energy consumption

At Hion, our offices are located at the best possible premises in Finland.

With the Tampere headquarters, we partnered with Sponda, which has the shared number one position as the most sustainable real estate company globally in 2023. The Tulli Business Park office is a certified LEED® property on a Gold level and also has WWF's Green Office certification.

Siltasaari10 in Helsinki, is the pride of Antilooppi. In their vast renovation project in 2022 for Siltasaari10, they achieved the highest LEED environmental certification, the renowned Platinum level. We value the accessibility, environmental sustainability, communal facilities and cycling provided by the premises to create a more sustainable working environment for our employees. By partnering up with Antilooppi, we could ensure that these goals were met. Siltasaari10 is also certified with Well certification from their improvements on wellbeing related sustainability.

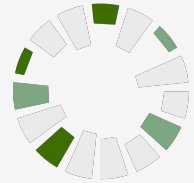
Both of the premises are carbon neutral.



WWF

GREEN
OFFICE

Sponda is Green Office
certified by WWF



G R E S B
REAL ESTATE
sector leader 2023

Commuting and remote work

We at Hion take into account the sustainability and commitment towards commuting to the office and back. Our company culture is truly hybrid and we offer the possibility to work from anywhere, whether it's at home in Kuopio or at the office in Helsinki or Tampere.

We advise our employees to use the opportunity to work remotely to be more sustainable and reduce excessive pollution caused by commuting. We are a hybrid office and our working methods enable us to work where it feels best for the employee.

We provide our employees with a bike benefit that enables purchasing a bicycle with a low threshold and our office premises are chosen by their central location, good access to public transportation, and bike parking facilities.

We also provide our employees with work travel benefit to reduce the emissions of private transportation and most of our employees use this as a way of transportation.

75%

Of Hionians work remotely more than three times a week

83%

Of Hionians are happy with the amount of remote work they do

89%

Of Hionians feel they have as good prerequisites for remote work as at the office

Thank you!